



Community. Collaboration. Careers.



Introduction to the
Military Spouse Employment Partnership
for Potential Partners



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Welcome!

We are excited to introduce you to the Military Spouse Employment Partnership, part of the broader Department of Defense Spouse Education and Career Opportunities initiative. Dr. Jill Biden launched MSEP, an employment and career partnership, on June 29, 2011, to serve spouses from all military services. The MSEP has grown to more than 240 partner employers who have committed to recruit, hire, promote and retain military spouses in portable careers.

The partnership includes corporations, small businesses and other organizations that post job openings on the MSEP Career Portal, mentor military spouses and other MSEP partners and provide employment data on military spouses hired.

Learn more about program successes, benefits and initiatives, and determine if membership in MSEP makes sense for your organization. We hope you will decide to join us to support military spouse employment as a way to provide additional financial security for military families.

If you have questions or need more information on MSEP, visit the [MSEP Career Portal](#) or contact an MSEP account manager at 877-940-6737.




Connecting Talented Military Spouses to Committed Employers

Background

The Military Spouse Employment Partnership is a career partnership that connects military spouses with more than 240 employers who have committed to recruit, hire, promote and retain military spouses.

How MSEP works for military spouses

The Military Spouse Employment Partnership is a solution to assist spouses in finding and maintaining employment to achieve their career goals, despite the challenges of frequent relocation. Through the MSEP Career Portal, military spouses from all branches of the armed forces can access career opportunities offered by MSEP partners worldwide.



Partners join the Department of Defense comprehensive SECO program to help military spouses in the following ways:

- ✓ Reduce the 25 percent unemployment rate experienced by military spouses¹
- ✓ Close the 25 percent wage gap currently experienced by military wives²

¹ Defense Manpower Data Center, 2012 Active Duty Spouse Survey.

² Kniskern, M. K., & Segal, D. R. (2010), Mean Wage Differences between Civilian and Military Wives, College Park, MD: Center for Research on Military Organization, University of Maryland, College Park, Military OneSource.mil, http://www.militaryonesource.mil/12038/MOS/Reports/FY2012_Report_MilitaryFamilyReadinessPrograms.pdf.

More than 2 million jobs posted since the program launch in June 2011

- Partners include national and global employment partners, industry professional associations, small businesses, nonprofits, military support organizations, network partners and federal agencies.
- Partners represent a variety of industry sectors including business and finance, health care, information technology, education, retail sales, community and social services, media and communications, hospitality, security and public administration.

More than 62,000 spouses obtained employment with MSEP partners

- The quality of life and financial stability of military families tie directly to the readiness and retention of the military forces.
- Military spouses thrive when they are able to fulfill their career aspirations.

How MSEP works for partners

The Military Spouse Employment Partnership gives MSEP partners first access to a unique and talented group of professionals — military spouses. They are skilled, diverse and motivated with a strong work ethic. When MSEP partners hire military spouses, they gain outstanding employees with 21st century skills.

The MSEP partner benefits include:

- ✓ **Unlimited** access to valuable talent
- ✓ **Convenient** solution for connecting with spouses and uploading job postings
- ✓ **Recognition** opportunities for partners featured in promotional activities, MSEP social media and at public events
- ✓ **Networking** opportunities with the Department of Defense and other industry-leading MSEP partners
- ✓ **Partnership** development opportunities including the following:
 - The MSEP working groups
 - The MSEP LinkedIn partner group
 - Partner-to-partner mentoring
 - Spouse mentoring
 - Partner and spouse testimonials

Why Hire a Military Spouse?

The Business Case for Supporting Military Spouses

For many businesses, a strong commitment exists to support military service members and their families in a variety of ways — in the community and through employment opportunities. As an industry leader and MSEP partner, your business can support military families while increasing your workforce and strengthening your business.

Community-based initiatives

The following initiatives and organizations assist military spouses and their families:

Joining Forces

The MSEP is a key component of the White House Joining Forces initiative. Through the partnership, employers become part of the larger Joining Forces effort to connect service members, veterans and military spouses with the resources they need to find jobs.

Hiring our Heroes Hiring Fairs and special events for military spouses

Hiring Our Heroes, a program of the U.S. Chamber of Commerce Foundation, hosts

hundreds of hiring fairs throughout the country each year. Some fairs are exclusive to military spouses and can provide you with the opportunity to promote your company and job opportunities.

Spouse Ambassador Network

The Spouse Ambassador Network was developed by military spouses, for military spouses. It is a collection of organizations within the Military Spouse Employment Partnership that have established community networks and want to leverage these networks to broaden knowledge about military spouse employment resources. You can learn more about the organizations participating in the Spouse Ambassador Network by visiting the MSEP Career Portal.



First Lady Michelle Obama and Dr. Jill Biden launched Joining Forces in April 2011.

Participation in military support initiatives can offer the following:

- ✓ **Enhance** your company reputation
- ✓ **Increase** consumer loyalty
- ✓ **Expand** your network
- ✓ **Build** relationships with like-minded companies
- ✓ **Attract** prospective employees
- ✓ **Strengthen** work teams
- ✓ **Build** employee skills
- ✓ **Contribute** to professional development

Partner-based initiatives

Industry-leading employers are taking the initiative to support military spouses in achieving their career goals. Regardless of your MSEP status, you can support military spouses by providing the following opportunities:

- Hosting a company open house to introduce your organization to local spouses
- Hosting an online job fair to discuss company hiring initiatives and provide suggestions for applying for positions
- Developing internship or externship positions to help spouses gain work experience
- Creating virtual and flexible work opportunities for spouses when possible
- Providing human resources staff to host in-person or virtual training sessions, covering topics such as resume preparation and interviewing tips

- Hosting special events that recognize and thank military families for their service to this nation and for their contributions to your company's success
- Creating a military spouse and veterans employee resource group or affinity group to address shared needs, interests and career development opportunities
- Offering military spouse mentoring programs or referring military spouses to existing resources

These community-based and company-based initiatives will also support your business goals and talent acquisition strategy.

Join the many organizations that are committed to assisting military spouses and their families. Your participation is invaluable to military families, your organization and our nation.

The MSEP Partner Benefits

The value of being an MSEP partner

As an industry leader and MSEP partner, your organization can support military families while increasing your workforce and strengthening your business.

Expand your reach and reputation with MSEP social media

- Connect to military spouses, other MSEP partners and the military support community
- Promote your hot jobs, critical job openings or special hiring initiatives quickly and easily
- Join the MSEP Partner LinkedIn Group to strengthen your network inside and outside your industry sector
- Highlight your organization through spouse testimonials

Build networks at MSEP events and hiring fairs

- Meet other MSEP partners, senior DoD leaders and military spouses at meetings and hiring events

- Volunteer to participate in the planning of the annual partner meeting
- Use the MSEP Partner Directory for individual, organizational or industry connections

Expand your talent pool using the MSEP Career Portal

- Post and promote open positions to thousands of qualified military spouse job seekers
- Search for qualified candidates to fill positions around the country and the globe

Collaborate with fellow partners

- Join an MSEP working group to drive and shape the future of the partnership
- Participate in the Spouse Ambassador Network to identify challenges and find solutions for military spouse employment while supporting and guiding newer MSEP partners
- Submit an article for the e-newsletter and promote best practices, industry and hiring initiatives and more

Mentor for growth

- Expand your business opportunities and personal connections through partner-to-partner mentoring
- Enhance military spouse employee performance by offering mentoring or connecting spouses with existing military spouse mentoring networks

The MSEP account team

An assigned MSEP account manager and support liaison will ensure your organization takes full advantage of MSEP benefits and services.

Account managers support your corporate goals and needs and assist with the following:

- Coordinate all training and education needs to get your organization quickly up to speed
- Liaison between partners and military installations worldwide
- Provide recruitment support and information
- Provide guidance on supporting military spouse employees
- Support your communication, outreach and networking efforts

The screenshot shows the MSEP Career Portal website. At the top is a navigation bar with links: About Us, Job Search, Career Links, Partners, News & Media, and FAQ. Below the navigation bar is the MSEP logo and the text "Career Portal". To the right of the logo is a login section with fields for "Username or e-mail" and "Password", a "Sign in" button, and links for "Register", "Forgot your password?", and "I agree with the Terms of Use". Below the login section is a large banner image of four smiling people. To the right of the image is the text "Welcome to the new MSEP Career Portal!" and a subtext "We're listening to you! Please come back often. We are constantly upgrading this site to meet your needs and...". Below the banner is a "Job Search" section with a "228648 Active Jobs" badge. It includes input fields for "City", "State/Province", and "Country", a "Search" button, and links for "Company" and "Advanced Search". To the left of the job search section is a section titled "I'm a Military Spouse" with the text "Leverage MSEP resources to jumpstart your career. Call 1-800-342-9647." and a "Get Started" button. To the right of the job search section is a section titled "I'm an Employer" with the text "Learn why military spouses make great hires. Call 1-877-940-6737." and a "Learn More" button.

Partner Commitments and Expectations

Statement of Support

All partners sign the MSEP Statement of Support upon acceptance into the partnership. By signing the Statement of Support, partners commit to increasing employment opportunities for military spouses and, when possible, maintaining those opportunities as they relocate. Spouses will receive pay equal to their civilian counterparts with the same level of training, work experience, accomplishments and credentials. In addition, partners strive to provide military spouses who perform well with opportunities for career advancement.

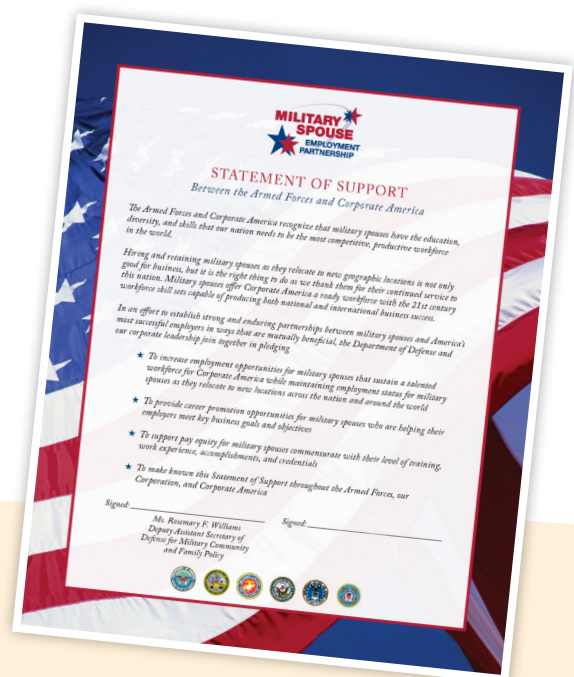
Partner reporting: measuring success

Partners report military spouse hiring data on a regular basis to ensure the partnership is meeting its objectives. Partners report the number of spouses for the following categories:

- Hired part-time, full-time and virtually
- Retained corporately when relocating
- Referred to similar employment in other companies when relocating

MSEP partners fulfill their commitment to support military spouses by agreeing to the following:

- Identify and promote portable and sustainable career and employment opportunities
- Post job openings and provide a link to the corporate human resources employment page on the MSEP Career Portal
- Mentor new MSEP partners
- Participate in the following MSEP events:
 - New Partner Orientation
 - Annual MSEP Partner Meeting
 - New Partner Signing and Induction Ceremony



Networking opportunities

The MSEP provides a number of opportunities for partner-to-partner networking, allowing direct access to other MSEP employers through military spouse-specific job fairs, other special events and the LinkedIn partners group. Partners share military spouse recruitment strategies and other helpful resources, which are available in the Partner Resource section of the MSEP Career Portal. As companies are inducted into MSEP, current partners have the opportunity to network with new partners, assisting them in their efforts to more easily identify and support military spouses.

Leadership opportunities

Partners have the opportunity to participate in and engage the partnership in the following ways:

- Working groups
- Career workshops
- Spouse Ambassador Network

Connect with MSEP

Partners are asked to submit success stories regularly to their MSEP account manager. Selected success stories are highlighted in Military OneSource social media platforms, as well as during MSEP public events.



<https://facebook.com/MSEPOnline>



<https://www.linkedin.com/groups/Military-Spouse-Employment-Partnership-MSEP-4445979/about>



<https://twitter.com/MSEPjobs>



<http://linkedin.com/groups/Military-Spouse-Employment-Partnership-MSEP-4159976>



The (MSEP) partnership not only supplies the company with a great pool of talent for their open positions and an easy way to advertise positions, it also provides excellent support staff to ensure a high level of visibility to military spouses. Safeway's commitment to hiring military spouses is the right thing to do to support the country and communities they serve.



— Megan Vincent, director of HR Strategic Initiatives and Metrics for Safeway

How to get Started

We hope you're excited about the opportunities provided to your organization as an MSEP partner. Learn more about what is involved in the application process.

Application process

The Military Spouse Employment Partnership includes industry-leading organizations with a sound business history that embrace multiple work environments, maximize results and retain a skilled workforce. They are a committed group of employers seeking diverse talent with global perspectives — qualifications found in military spouses.

Do you think your company is a great fit for MSEP?

Basic eligibility requirements

Companies interested in joining MSEP must demonstrate five or more years of business experience, charge no fees or costs associated with employment opportunities for military spouses and exhibit the following:



Sound Business Practices



Broad Diversity Efforts



Financial Stability

Application and vetting process

If MSEP eligibility requirements are met, companies are encouraged to apply for MSEP partnership.

1	Companies can access and complete the application form on the MSEP Career Portal . A vice president-level representative must read the application and agree to all MSEP criteria before the application is submitted
2	An MSEP representative reviews the application and conducts additional research.
3	The MSEP representative provides the application package to the Department of Defense for consideration.
4	DoD conducts a phone interview with the potential partner and MSEP representative.
5	DoD reviews the complete application package and makes a membership acceptance recommendation to the Deputy Assistant Secretary of Defense for Military Community & Family Policy.
6	Once accepted for membership, new partners must provide additional information, such as their logo and designated point of contact, and sign the MSEP Statement of Support.

Partner application data

Now that you are ready to submit an application, use the checklist below to be sure you have all required information.

Contact information for senior leaders

An MSEP Statement of Support signatory

Vice president-level representative

Primary point of contact for routine communication

Secondary point of contact for job postings, links and data exchange

Method used to load jobs — XML feed or manual

Dun & Bradstreet number

Partner headquarters address

Number and locations of facilities, including those overseas

Total number of employees within and outside of the continental United States

Company description, including major and secondary industry sectors

Website URL and social media links

Employment offered — types of jobs, levels, upward mobility opportunities, full-time, part-time, flexible or virtual

Corporate diversity efforts

If you have questions or need more information on MSEP, visit the [MSEP Career Portal](#) or contact an MSEP account manager at 877-940-6737.

Becoming an MSEP partner not only offers your organization an unlimited access to a unique and talented group of professional military spouses, the partnership also provides recognition, networking and mentoring opportunities. We hope you will join the more than 240 MSEP partners in the commitment to recruit, hire, promote and retain military spouses to support our military families in their service to our nation.

List of MSEP Partners

1-800-Flowers	Association of Military Banks of America	Columbia Southern Education Group
24 Hour Fitness	Association of the United States Army	Commander, Navy Installations Command
3M Company	Asurion	Community Partnership for Child Development
AcademyWomen	AT&T	Convergys
Acosta Sales and Marketing – Military Division	Avening Management and Technical Services LLC	CPS Professional Services LLC
ACT•1 Group of Companies	Aviall, A Boeing Company	CRAssociates Inc.
Adecco USA	Bank of America	CSC (Computer Sciences Corporation)
ADP	BDS Marketing Inc.	Cubic Corporation
Agility Marketing	Benefit Recovery	CVS Caremark
AloriCares, a division of Alorica	Black & Veatch	DaVita Inc.
Amazon.com Inc.	Blackboard	Decypher Technologies Ltd.
American Freedom Foundation	Blackstone Career Institute	Defense Commissary Agency
American Health Connection	Blue Star Families	Dell Inc.
American Hospital Service Group LLC	Blue Water Media	Devon Energy Corporation
American Red Cross	Booz Allen Hamilton Inc.	DialAmerica
American Support LLC	Bozzuto Group	DIRECTV
Andrews Federal Credit Union	Bradley-Morris Inc.	Dish Network LLC
Anglicotech LLC	Bright Horizons Family Solutions	DoDEA
AOL Inc.	Business and Professional Women's Foundation	Dominion
Apex Systems Inc.	CACI International Inc.	Eagle Systems, A Columbia Group Company
Apogee Solutions Inc.	Care.com Inc.	East Carolina University
Apollo Education Group/ University of Phoenix	Career Step LLC	Easter Seals – Vet Staffing Network
Arise Virtual Solutions Inc.	Central Texas College	Education Corporation of America
Armed Forces Bank	Cha Cha Search Inc.	Elbit Systems of America
Armed Forces Services Corporation	Chi-Chack LLC	EMC ²
Army & Air Force Exchange Service	Citi	Emergent Contact Solutions LLC
Army Career & Alumni Program	Clear Channel Media and Entertainment	
Army Civilian Service	Coca-Cola North Refreshments	

Encore Medical Staffing Inc.	Hilton Worldwide	Lowe's Companies Inc.
ePath Learning Inc.	Hitachi Consulting Corporation	Luke & Associates Inc.
Etech Global Services	Homeland Security Solutions Inc.	M.C. Dean Inc.
EURPAC Service Inc.	Humana	Mail Centers Plus LLC
Exelis Inc.	Hyatt Hotels Corporation	Management and Training Consultants Inc.
Expert Global Solutions Inc.	ICF International Inc.	ManpowerGroup
Express Employment Professionals	ID.me	ManTech International Corporation
Express-Scripts	In Gear Career	Marcone Supply
FDR Inc.	Inova Healthcare	Marine Corps Community Services
Fidelity Life and Health	Insignia Federal	McDonald's Corporation
Fireside Partners LLC	Integrated Communication Solutions Inc.	McKeeson Corporation
First Data	Intuitive Research and Technology Corporation	MetLife
FIS	Inverness Technologies Inc.	Microsoft
Fort Hood National Bank	J&A Marketing	Mid-Atlantic Higher Education Recruitment Consortium
Fort Sill National Bank	Jackson Hewitt Tax Service	Military Child Education Coalition
Foster Web Marketing	Johns Hopkins Hospital	Military Education Program of Vincennes University
Frontier Communications	Johnson Controls	Military Officers Association of America
GBX Consultants Inc.	JPMorgan Chase & Co.	Military Sales & Service Co.
GEICO	Kangaroo Express	Military Spouse Corporate Career Network
General Dynamics	Kelly Services Inc.	Military Spouse Foundation
Gentile and Associates Inc.	kgb	Military Spouse JD Network
George Mason University	KinderJam	MilitaryOneClick
Global Dynamics LLC	Korea Chamber of Commerce and Industry	Mom Corps
Goodwill Industries International Inc.	Kraft Foods Group Inc.	Mondelez International
Greenback Expat Tax Services	L-3 National Security Solutions	MyMilitarySavings.Com Inc.
H & R Block	La Quinta Inns and Suites	National Military Family Association
H2 Performance Consulting	Language Directions	Navigon Financial Group Inc.
HCA, Hospital Corporation of America	Leidos	
Health Net Inc.	Liberating Career Solutions	
Heritage Bank	Lockheed Martin	
HGS	Locum Inc./Medstaff	

Navy Exchange Service
 Command
 Navy Federal Credit Union
 Navy League of the
 United States
 Northrop Grumman
 Corporation
 OMV Medical Inc.
 Peak Employment Solutions
 Pearl Interactive Network
 Pentagon Federal Credit Union
 PricewaterhouseCoopers LLP
 Prosperity America Inc.
 ProTrain LLC
 QCSS Inc. — Quality Customer
 Services & Sales
 Quality Contact Solutions
 Quicken Loans
 ResCare Inc.
 RGB Group Inc.
 RGIS LLC
 Robert Half Inc.
 Rollins Inc.
 Rubio's Restaurants Inc.
 S&P Data LLC
 Safeway Inc.
 Sears Holdings Corporation
 Sedgwick Claims Management
 Services Inc.
 Service Credit Union
 Signal 88 Security
 Sittercity
 Skyline Ultd Inc.
 SMITH/Associates
 Social Security Administration
 Southern Company

Starbucks
 Sterling Medical Corporation
 STG International Inc.
 Strategic Resources Inc.
 Strategic Staffing Solutions
 Sutherland Global Services
 Sykes Enterprises Incorporated
 Synovus
 Talent Curve
 TASC
 TCF Financial Corporation
 TeleTech
 TerraHealth Inc.
 The Bowen Group
 The Home Depot
 The Major Group
 The Medical Team
 The Ohio State University
 Wexner Medical Center
 The Rosie Network
 The Schwan Food Company
 The Timken Company
 The TJX Companies Inc.
 Thermo Fisher Scientific
 Time Warner Cable
 Toys R Us Inc.
 TriWest Healthcare Alliance
 Tutor.com
 U-Haul International
 U.S. Bank
 U.S. Chamber of Commerce
 Foundation
 U.S. Security Associates
 Ultimate Medical Academy
 United Rentals

United States Department of
 the Air Force
 UnitedHealth Group
 URS Corporation
 USA Cares
 USAA
 ValueOptions®
 Verizon
 Veteran Contact Center LLC
 Veteran Recruiting Services
 Veterans United Home Loans
 Victory Media
 Volt Workforce Solutions
 W.W. Grainger
 Walgreens Co.
 Wal-Mart
 Waste Management Inc.
 Wellness Corporate
 Solutions LLC
 Wells Fargo
 Werner Enterprises
 West Corporation
 Western and Southern Life
 Wittenberg Weiner
 Consulting LLC
 Woosong University
 World Travel Specialists
 Xerox
 Zeiders Enterprises Inc.
 ZIM Integrated Shipping Ltd.



For more information about MSEP, visit <https://msejobs.militaryonesource.mil>.

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